

CHAPTER 8 – SENIOR OFFICER MANAGEMENT

8-1. GENERAL

The management of AGR officers and officers in the ranks of Major and Lieutenant Colonel is centralized at the state headquarters. The Officer Personnel Branch at state headquarters supports this function. These senior positions are limited in number and are managed to assign the best-qualified officers to vacancies as they become available. The management process begins with the Officer Management List.

8-2. THE OFFICER MANAGEMENT LIST

On an annual basis all officers in the zone of consideration are notified that the Officer Management List Board will review their records. The zone of consideration for the Officer Management List Board is as follows:

- a. All Lieutenant Colonels are considered regardless of their time in grade.
- b. Majors with more than three years time in grade.
- c. Active Guard/Reserve Captains with more than three years time in grade.
- d. CW4s with more than four years time in grade.

The Board convenes for one week and reviews the records of all officers in the zone of consideration and evaluates them in the areas of performance and potential. There are five voting members on the board. The scoring system for the board is based on a 250-point scale. 125 points are based on military and civilian educational accomplishments and compliance with the Army physical fitness and body fat standards. These points are based on data in the SIDPERS database. The board members combined award 125 points total. Each board member awards a maximum of 25 points to each officer considered. The points for military and civilian education are awarded on the following basis:

8-3 POINT EVALUATION

CIVILIAN EDUCATION 10 POINTS MAXIMUM		
CIVILIAN EDUCATION LEVEL	SIDPERS CODES OFFICERS AND WARRANTS	POINT VALUE
HS DIPL OR EQUIVALENT	E, W, F, G OR H	1
1 YR COLLEGE	J	2
2 YRS COLLEGE	K	3
AA DEGREE	I	4
3 YRS COLLEGE	L	5
4 YRS COLLEGE	M	6
BA/BS DEGREE	N	7
1 YR GRAD SCHOOL	S	8
MASTERS DEGREE	T OR Y	9
DOCORATE/PROF DEGREE	P, Q, R OR U	10

MILITARY EDUCATION 10 POINTS MAXIMUM		MILITARY
EDUCATION LEVEL	SIDPERS CODES OFFICERS AND WARRANTS	POINT VALUE
BASIC COURSE	GA, GB, GO, G1, G2 / S7	2
ADVANCED COURSE	FA, FO & F1 - F8 / S1	4
CAS3 / WOSC	E1 OR E2 / SO	6
50% C&GSC	DC OR DK	7
C&CSC / WOSSC	DF, DJ, DL, DM, DN, DP, DR / S4	8
WAR COLLEGE	A3, A4, A5	10
PHYSICAL FITNESS AND WEIGHT CONTROL 5 POINTS MAXIMUM		
MEETS STANDARDS OF AR 600-9	APFT	
YES = 2 POINTS, NO = ZERO POINTS	PASS = 3 POINTS, FAIL = ZERO POINTS	
APFT MUST HAVE BEEN TAKEN WITHIN 12 MONTHS FOR M-DAY AND 6 MONTHS FOR AGR. PROFILES ARE CONSIDERED A PASS AS LONG AS AN AEROBIC EVENTS IS INCLUDED AND THEY PASS ALL OTHER REQUIRED EVENTS.		

Board members can award 15 points for evaluations (OERs), assignments and additional military education. They can award 10 points for potential. After all the board members evaluate and vote the record the scores are combined and a total score is determined. This score determines an officer's standing on the Officer Management List. The Officer Management List is sub-divided into three categories based on branch. The three branch categories are the Combat Arms category, the Combat Support and Combat Service Support category and the Special Branch category. The Officer Management List is not an Order of Merit List. The list is used as a tool by the senior leadership to make personnel management decisions.

Each officer in the zone of consideration is responsible to ensure that all information contained in their records is accurate and up to date. Officers are encouraged to review their records prior to their evaluation by the board.